

**RESUME OF COLLEEN A. WHITE**  
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**PROFILE**

- \*Over 30 years experience in top-level government, labor, and management positions.
- \*Highly knowledgeable, energized, and recognized for atypical and inventive thinking.

**EXPERIENCE**

*Jan. 2006  
to present*

**President & Owner**, Strategic Workplace Solutions, Inc., Kansas City, Missouri  
Provide training, coaching, program and consultative assistance on labor law compliance, including prevailing wage and affirmative action, primarily to construction contractors. Create new compliance programs, train and provide assistance for public entities. Provide organizational development training such as time management, motivational skills, team building, strategic planning, and creative thinking for employers, public entities and their organizations. Provide training and public speaking for employer, employee and construction related organizations. Review construction documents for both construction contractors and public entities. Handle all business related administrative duties – budget, financials, marketing, business and strategic planning and sales. Served as the Prevailing Wage Coordinator for the Jackson County Sports Authority on the Truman Sports Complex Renovation Project Team. Drafted and oversaw implementation of new labor law compliance program for the county, trained county staff, monitored reports, and made modifications to the new program as needed. Created program performance measures for the County Compliance Office with monthly and yearly reporting formats. Serve as a Labor Arbitrator deciding labor-related disputes primarily for the Federal Mediation and Conciliation Service and Kansas Public Employee Relation Board cases.

*1993 - 2005*

**Director**, State of Missouri Division of Labor Standards, Department of Labor & Industrial Relations, Jefferson City, Missouri  
Administered, oversaw and enforced Missouri Wage and Hour Program, Child Labor and Prevailing Wage Law Programs, the OSHA funded OnSite Consultation Program, the MSHA funded Mine Training Program, and the state Mine and Cave Inspection Program, including rescue operations and Department's Safety & Emergency Preparedness Program. Directed and oversaw all staff, including program supervisors and assistant directors. Coordinated enforcement and education efforts with other state and federal agencies. Created and administered over \$3 million budget, including federal contracts, state general revenue and other special funds, and provided budget testimony to legislature. Created agency's first ever strategic plan, led all planning efforts, established program priorities and benchmarks, monitored progress and updated plan as required. Created and implemented a performance measurement and incentive process for all employees, including input for management from employees. Handled all legislative and judicial testimony. Provided teamwork, motivation, planning, customer service and other staff training, plus all public training and outreach. Worked with media, marketed Division programs and provided public information. Managed all human resource and policy-making duties.

- 1992            **International Director**, Department of Health and Safety International Union of Painters and Allied Trades, Washington D.C.  
Developed and implemented all safety and health programs for 150,000 member International Union in the United States and Canada. Drafted and negotiated model contract language with national employer associations. Provided cooperative efforts with contractor organizations, Congressional testimony, and development of national statutory language. Served on EPA and OSHA Regulatory-Negotiations (Reg-Neg) and Advisory Committees, National Building Trades and AFL-CIO Safety Committees, and OSHA Maritime & Fall Protection Standards Committees.
- 1985 - 1991    **Business Manager**, Sign and Pictorial Painters Local Union 820, Kansas City, Missouri  
Principal administrative fiscal and executive officer for 350-member local construction and industrial trades union. Negotiated, interpreted, and enforced over 35 collective bargaining agreements. Handled all grievances and arbitrations, implemented labor-management cooperative efforts, trained stewards and officers, garnished work opportunities for signatory contractors, educated members on safety and health issues, created and implemented a Sign Painter apprenticeship program. Served as Trustee on Taft Hartley Health & Welfare Fund and member of Health Care Cost Containment Task Force. Testified in OSHA hearings and assisted in drafting national standards in fall protection.
- 1989 - 1990    **Contract Compliance Monitor (concurrent position with above)**, City Manager's Office, City of Kansas City, Missouri  
Researched, developed, drafted and implemented first prevailing wage enforcement program for entire city. Coordinated with city agencies and state Division of Labor Standards, drafted Administrative Regulations, contract language and Instruction Manual, *and* trained city agencies.
- 1977 - 1985    **Graphic Artist**, Gill Studios, Lenexa, Kansas  
Calligrapher and graphic artist for large silkscreen production facility.

## EDUCATION

- 1989 - 1991    Antioch College, Yellow Springs, Ohio thru the George Meany Center for Labor Studies  
Bachelor of Arts in Labor Studies
- 1972- 1975    University of Kansas, Lawrence, Kansas  
Bachelor of Arts in Education

## LEADERSHIP & AFFILIATED POSITIONS

(Note: Due to labor arbitration services currently offered, membership is not allowed in certain organizations, thus allowing for "Participating Non-Member" positions.)

- July 2010 - present    Member, KCMO-Labor Management Council Compliance Task Force
- Jan. 2008 - present    Member, Heartland Coaches Association
- Jan. 2007 - present    Participating Non-Member, National Association of Women Business Owners
- Jan. 2007-present    Participating Non-Member, National Association of Women in Construction
- Jan. 2007 - 2010    Member, Association of Conflict Resolution
- Feb. 2006 - present    Member, Kansas City Arbitrator's Roundtable
- Sept. 2006 - 2010    Advisory Board Member, Thompson National Labor Publications
- Jan. 2006 - present    Member, Labor Management Council of Greater Kansas City
- Jan. 2006 - present    Member, Labor Management Council Construction Industry Committee
- Sept. 2005 - present    Honorary Lifetime Member, Interstate Labor Standards Association (gov't. agency ass'n.)
- Jan. 2002 - present    Member, OSHA Young Worker Technical Editorial Board
- Aug. 1997 - present    Member, National Young Worker Safety & Health Network
- March 1997- 2009    Member, National Child Labor Coalition

Missouri Teaching Certificate, 1975	Lead Abatement Instructor, 1992
OSHA 500 Construction Instructor's Course, 1992	OSHA 10 Training, 2009

Governor's Award of Distinction, Missouri Women's Council  
 Women Who Mean Business Award, Kansas City Business Journal  
 Crystal Vision Award, National & Local Chapter, National Association of Women in Construction  
 Author, "Diversity in Training & Recruitment in the Kansas City Construction Industry"  
 Council of State Governments' Innovations in American Government Award  
 Governor's Award for Quality and Creativity (two time winner)  
 Co-Author & Editor, National Child Labor Law Administration Guide  
 Co-Author & Editor, Getting the Lead Out: A Contractor's Guide  
 Member, U.S. Delegation, U.S. Tripartite Conference on Child and Youth Labor in North America  
 Trainer, U.S. Immigration & Customs Enforcement 30 Country International Child Labor Symposium  
 First woman delegate to a Building & Construction Trades Council in the U.S. (1985)  
 First woman department director for an international Building & Construction trades union

American Public Health Association Journal	Missouri Rural Opportunities Council
Missouri Municipal Review	Thompson National Labor Publications
Missouri Bar	Kansas City Small Business Monthly

National: 60 Minutes (CBS); Today Show (NBC); Montel Williams Show; Good Housekeeping Magazine; Associated Press, Washington D.C.; Washington D.C. Post  
State: KCRG TV 13, Jefferson City; MO KSPR TV 33, Springfield, MO; St. Louis & Jefferson City, MO, Post Dispatch; Labor Tribune, St. Louis, MO  
Local: KCTV 5; Kansas City Star; KCMO-FM & KCUR-FM Radios, Labor Beacon